

Ohio Turnpike & Infrastructure Commission

Diversity & Inclusion Task Force Summary

In 2019 The Ohio Turnpike & Infrastructure Commission established the Diversity & Inclusion Task Force (D&I Task Force) to help establish a diversity, equity, and inclusion strategy to address one of the Commission's guiding principles; Improve Quality of Work Life. Comprised of members from various departments within the organization, the D&I Task Force developed the following Diversity, Equity, and Inclusion (DEI) Mission Statement for the Commission:

As an industry leader in transportation, the Ohio Turnpike & Infrastructure Commission strives to promote diversity, equity, and inclusion to ensure our workplace is as safe and efficient as our road. The Commission is committed to celebrating the many differences of its employees, customers, and partners by:

- *Enhancing outreach strategies to be more inclusive*
- *Developing, educating, and retaining a diverse workforce through training*
- *Continuing to develop and maintain policies and procedures promoting an inclusive workplace*

The D&I Task Force is actively working with the Ohio Department of Administrative Services (DAS) Office of Equity & Inclusion (OEI) to establish and assist with these initiatives, as summarized below:

Outreach Strategies

In 2021, the D&I Task Force completed a recruiting impact analysis with assistance from Ohio DAS OEI to identify potential areas for improvement and help maximize outreach strategies. In addition to external job postings on the OhioTurnpike.org website, the Commission utilizes social media and specialized organizations that help match qualified candidates in demographics and job categories identified within the impact analysis.

Training

The D&I Task Force is working to establish a DEI training program for all Ohio Turnpike employees, starting with a DEI 101 course in 2021. Course content is under development, and the course is being demoed on directors and managers prior to implementation. Feedback from the course demos will be used to evaluate the course and help develop course content for future DEI training.

Job Description Review

The D&I Task Force reviews job descriptions prior to posting as part of an effort to remove any unnecessary barriers to increasing diversity and inclusion. Once the review is complete, recommendations are provided to the Director of Administration for consideration by the director/department.